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## Reliable 1z0-1046-25 Exam Cost, Test 1z0-1046-25 Lab Questions

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## Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q58-Q63):

### NEW QUESTION # 58

As an implementation consultant, you have been assigned the task of verifying employment actions as part of your validation testing. You are trying to add an additional assignment for a worker but are unable to see that action. What are two reasons for this?

- A. The employment model is set to single-assignment on either the enterprise level and/or the legal entity level.
- B. The Add Assignment action was end-dated before your testing, so the effective start date is unavailable to select on the employment task.
- C. The worker you are using to test is a contingent worker, and you cannot have multiple assignments for contingent workers.
- D. The worker you are using to test has a current assignment that is suspended, and you can't add a second assignment when one is suspended.

Answer: A,B

Explanation:

In Oracle Global Human Resources Cloud, the ability to add an assignment depends on action availability, employment model, and worker status.

Option A: Correct. If the "Add Assignment" action (managed via Manage Actions) has an end date prior to the testing date (e.g., before March 19, 2025), it becomes unavailable in the UI, preventing selection.

Option B: Incorrect. A suspended assignment does not inherently block adding a second assignment; the system allows multiple assignments unless restricted by the employment model.

Option C: Correct. If the employment model is set to single-assignment (via Manage Enterprise HCM Information or Manage Legal Entity HCM Information), the system prohibits multiple assignments, hiding the "Add Assignment" action.

Option D: Incorrect. Contingent workers can have multiple assignments if the employment model allows it; this restriction is not universal.

The correct answers are A and C, per "Implementing Global Human Resources" on employment actions and models.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 6:

Actions and Action Types, Chapter 8: Employment Model Configuration.

### NEW QUESTION # 59

An IT company's consulting department based in Bangalore goes for two team outing events every year.

However, the support department, also based in Bangalore, goes for four team outing events every year. All employees in these departments go for the respective team outing events. How should you define the calendar events?

- A. Use Line Manager Hierarchy as the Hierarchy type for the calendar event.
- B. Use Project Manager Hierarchy as the Hierarchy type for the calendar event.
- C. Use Geographic Hierarchy as the Hierarchy type for the calendar event.
- **D. Use Organization Hierarchy as the Hierarchy type for the calendar event.**
- E. Use Absence Approval Hierarchy as the Hierarchy type for the calendar event.

**Answer: D**

Explanation:

In Oracle Global Human Resources Cloud, calendar events (e.g., team outings) are defined via the "Manage Calendar Events" task and assigned using a hierarchy to determine applicability. The scenario requires events specific to departments (consulting vs. support) in the same location (Bangalore).

Option A: Project Manager Hierarchy is for project-based structures, not department-specific events.

Option B: Geographic Hierarchy applies to location-based events (e.g., Bangalore vs. Mumbai), but both departments are in Bangalore, so it's too broad.

Option C: Line Manager Hierarchy targets individuals under specific managers, not entire departments uniformly.

Option D: Absence Approval Hierarchy is for absence approvals, not calendar events like outings.

Option E: Correct. Organization Hierarchy (e.g., via Manage Organization Trees) allows events to be tied to specific departments (consulting and support), ensuring the consulting department gets two outings and the support department gets four, regardless of location or manager.

The correct answer is E, per "Using Global Human Resources" on calendar event setup.

References: Oracle Global Human Resources Cloud - Using Global Human Resources, Chapter 5: Work Schedules and Calendar Events.

### NEW QUESTION # 60

You are required to set geography validation for country-specific address style. You have configured the application correctly, but users are still entering addresses in the wrong address format. What can be done to change this?

- **A. Set the geography validation level to Error instead of No Validation.**
- B. Create a new geography validation.
- C. Educate users to use the country-specific address format only.
- D. Effective End Date for geography validation is end of time.

**Answer: A**

Explanation:

Full Detailed in Depth Explanation:

Geography validation in Oracle HCM Cloud ensures addresses conform to country-specific formats (e.g., postal code rules). If users are entering incorrect formats despite correct configuration, the validation enforcement level needs adjustment.

Option A ("Set the geography validation level to Error instead of No Validation") is correct. Oracle allows configuration of geography validation levels in the "Manage Geographies" task: No Validation (no checks), Warning (alerts but allows saving), and Error (prevents saving invalid formats). If set to No Validation or Warning, users can bypass the country-specific format. Changing it to Error enforces compliance by rejecting incorrect entries, as detailed in the "Implementing Global Human Resources" guide. Option B ("Educate users to use the country-specific address format only") is a workaround, not a system solution, and does not enforce compliance.

Option C ("Effective End Date for geography validation is end of time") is irrelevant, as end-dating applies to data validity, not validation enforcement.

Option D ("Create a new geography validation") is unnecessary if the existing configuration is correct; the issue lies in the enforcement level.

References:

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Chapter on Geographies, section on validation levels.

"Oracle Human Resources Cloud: Using Global Human Resources" - Address setup and validation.

### NEW QUESTION # 61

As an implementation consultant, you realize during the Requirement Gathering phase of your project that some Actions are not required. How will you make these Actions unavailable for the end user?

- A. Enter Action End Date.
- B. Educate users not to use such Actions.
- C. Delete Actions.
- D. Hide Actions.

**Answer: A**

Explanation:

In Oracle Global Human Resources Cloud, Actions (e.g., Hire, Transfer) are managed via the "Manage Actions" task. To make an Action unavailable, you must ensure it's not accessible to users without deleting it, preserving data integrity.

Option A: Educating users is not a system-enforced solution and risks accidental use.

Option B: Deleting Actions is not recommended post-implementation, as it can disrupt historical data or references; it's also not always possible for seeded Actions.

Option C: Correct. Setting an Action End Date (via Manage Actions) marks the Action as inactive from that date onward, preventing users from selecting it in transactions while retaining its history. This is the standard method to disable Actions.

Option D: Hiding Actions via UI tools (e.g., Page Composer) is possible but not a direct Action management feature; it's less reliable than end-dating.

The correct answer is C, as per "Implementing Global Human Resources" on Action management.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 6: Actions and Action Types.

### NEW QUESTION # 62

Your customer has decided to use Position Management for at least a portion of their workforce due to the Position Synchronization functionality, which will be beneficial in managing their workforce.

Which are three advantages of using Position Synchronization?

- A. Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth.
- B. The customer can configure which assignment attributes to synchronize from the position.
- C. For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments.
- D. If you use Position Synchronization, Manager SelfService cannot be used.

**Answer: A,B,C**

Explanation:

Position Synchronization in Oracle Global Human Resources Cloud allows assignments to inherit values from associated positions, streamlining workforce management by ensuring consistency between position definitions and employee assignments. The question asks for three advantages of using Position Synchronization, given that the customer has chosen Position Management for this functionality. The provided web results offer detailed insights into how Position Synchronization operates, which are leveraged here to validate the answer.

\* Option A: The customer can configure which assignment attributes to synchronize from the position. This is a correct answer.

Position Synchronization allows customers to select specific attributes (e.g., job, department, location, manager) to synchronize from the position to the assignment.

This configurability is set at the enterprise or legal entity level using tasks like Manage Enterprise HCM Information or Manage Legal Entity HCM Information. For example, a customer might choose to synchronize the job and manager but not the location, tailoring the synchronization to their needs. Oracle documentation confirms that users can specify which attributes are inherited, providing flexibility in workforce management.

\* Option B: For synchronized attributes, any position update will automatically be pushed to the incumbents' assignments. This is a correct answer. When Position Synchronization is enabled, changes to synchronized attributes in a position (e.g., updating a position's department) are automatically reflected in all active assignments linked to that position. This automation reduces manual updates and ensures consistency across incumbents' assignments. The Synchronize Person Assignments from Position process may be required for retroactive changes, but for active assignments, updates are typically automatic for synchronized attributes. Oracle documentation highlights that synchronized attributes inherit changes, streamlining maintenance.

\* Option C: Synchronized attributes will be displayed as read-only in the assignment to ensure the position as the only source of truth. This is a correct answer. To maintain data integrity, synchronized attributes in an assignment are displayed as read-only, preventing manual edits at the assignment level unless override is explicitly allowed. For instance, if the manager attribute is synchronized, the assignment's manager field cannot be changed directly, ensuring the position remains the single source of truth. Oracle documentation notes that this read-only behavior enforces consistency, though overrides can be configured if needed.

\* Option D: If you use Position Synchronization, Manager Self Service cannot be used. This option is incorrect. There is no restriction in Oracle HCM Cloud preventing the use of Manager Self Service when Position Synchronization is enabled. Manager Self Service allows managers to perform actions like viewing team details or initiating transactions, and these functions are compatible with Position Synchronization. Oracle documentation does not mention any such limitation, and Position Synchronization operates independently of self-service capabilities, making this option invalid.

\* Why these three advantages? The advantages in A, B, and C directly align with the benefits of Position Synchronization: configurability (choosing attributes), automation (automatic updates), and data integrity (read-only attributes). These features reduce administrative effort, ensure consistency, and maintain a single source of truth, which are critical for effective workforce management. Option D is a false statement, as Position Synchronization does not restrict Manager Self Service.

References

\* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

\* Section: Position Synchronization: "You can select attributes to synchronize, and synchronized attributes are inherited automatically by assignments. Synchronized fields are read-only unless overrides are allowed."

\* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

\* Section: Position Management: "Changes to positions are reflected in assignments for synchronized attributes, ensuring consistency."

\* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

\* Section: Workforce Structures Enhancements: "Position Synchronization improvements for attribute management."

## NEW QUESTION # 63

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